

# Unrepresented (00) and Confidential (51)

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Salary Resolution	Revised June 11, 2019
<b>Health and Welfare</b>	
Benefit Level	Full-time (80 hours/1.0 FTE)
Medical	<b>Semi-Monthly County Contribution Effective June 4, 2019 – May 31, 2020</b> \$350.00 Employee Only \$700.00 Employee +1 \$990.00 Employee +2 or more
Dental	\$59.22 – Semi-Monthly County Contribution <b>Suspended till June 1, 2020 – Semi-Monthly Employee Contribution</b>
Vision	County Paid (\$7.85 Semi-Monthly)
Basic Life Insurance – County Paid	1.5 times Annual Salary
Supplemental Life – Employee Paid	Confidential (51) – 1, 2, 3, or 4 times Basic Life Unrepresented (00) - \$10,000 Increments (\$500,000 maximum when combined with Basic Life)
Dependent Life – Employee Paid	\$5,000 per Eligible Dependent
Accidental Death & Dismemberment – County Paid	1.5 times Annual Salary
<b>Leave Provisions</b>	
Vacation	Accrue up to 4.94 – 8.01 hours based on years of service, not to exceed 280 hours
Vacation Savings Plan (VSP)	Set aside up to 20 hours of base pay each plan year during years 3 through 5
Holiday	12 holidays per year 1 Floating Holiday per year (No carryover or cash-out)
Sick	Accrue up to 3.68 hours
Compassionate	Up to 32 Hours per eligible occurrence

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Revised: October 14, 2019

Retirement - Pension	
<b><u>Tier 1</u></b> (Retirement system membership on or before 12/31/2012; reciprocity provision may apply)	General – 3% at 60 Safety – 3% at 50
<b><u>Tier 2</u></b> (Retirement system membership on or after 1/1/2013)	General – 2% at 62; 2.5% at 67 Safety – 2% at 50; 2.7% at 57
Retirement – Other	
<b>401(a) Deferred Compensation</b>	1.9% Base Salary - County contribution
<b>457 - Voluntary Deferred Compensation</b>	County match of 1 time Employee contribution, up to 1% of base salary in 401(a) (optional)
<b>Retiree Medical Plan – Hired Prior to January 1, 2009</b>	See Salary Resolution for eligibility requirements
<b>Retiree Health Reimbursement Account (HRA) – Hired on or after January 1, 2009</b>	\$2,400 Lump Sum Deposit upon meeting eligibility criteria; Up to \$1,830 per year after initial eligibility
Other Benefits	
<b>Staff Development/Wellness Reimbursement</b>	\$1,000 per Fiscal Year
<b>Dependent Care Assistance Program (DCAP)</b>	Employee Paid
<b>Health Flexible Spending Account</b>	Employee Paid
<b>Short Term Disability – Confidential Only</b>	Employee Paid through SEIU Union Insurance Services
<b>Long Term Disability</b>	County Paid
<b>Employee Assistance Program (EAP)</b>	County Paid

#### **Semi-Monthly Medical Premium Out-of-Pocket Cost – Examples based on 2019/2020 medical plan premiums**

**Example #1:** Employee elects Kaiser Permanente HMO with Employee Only coverage.

\$431.87 Premium  
- \$350.00 County Contribution  
**\$81.87 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #2:** Employee elects Sutter Health Plus with Employee + 1 dependent coverage.

\$645.80 Premium  
- \$645.80 County Contribution  
**\$0.00 Employee Semi-Monthly Out-of-Pocket Cost**

**Example #3:** Employee elects Western Health Advantage with Employee + 2 or more coverage.

\$1,105.40 Premium  
- \$990.00 County Contribution  
**\$115.40 Employee Semi-Monthly Out-of-Pocket Cost**

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